Supplementary Information for Legislative Review

1990 - 1991 Departmental Expenditure Estimates

Manitoba
Labour

91-02209/

DEPARTMENT OF LABOUR

SUPPLEMENTARY INFORMATION

FOR

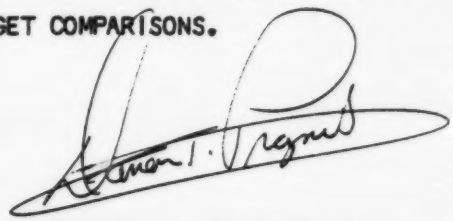
LEGISLATIVE REVIEW

1990/91 EXPENDITURE ESTIMATES

PREFACE

THIS DOCUMENT HAS BEEN PRODUCED BY THE DEPARTMENT OF LABOUR AS A DEPARTMENTAL SUPPLEMENT TO THE PRINTED MAIN ESTIMATES. IT IS INTENDED TO PROVIDE BACKGROUND INFORMATION ON THE DEPARTMENT WHICH SHOULD COMPLEMENT THE INFORMATION ALREADY CONTAINED IN THE PRINTED MAIN ESTIMATES. IT IS HOPED THAT THIS ADDITIONAL INFORMATION WILL ASSIST MEMBERS OF THE LEGISLATURE IN THEIR REVIEW OF THE DEPARTMENT'S ESTIMATES.

THE CONTENTS OF THIS SUPPLEMENT ARE ORGANIZED INTO FOUR PARTS. THE FIRST PART IS A GLOSSARY. THE SECOND PART PROVIDES AN OVERVIEW OF THE DEPARTMENT OF LABOUR'S 1990/91 BUDGET REQUIREMENTS. THE THIRD PART PROVIDES FINANCIAL ANALYSIS INCLUDING DETAILS OF STAFFING REQUIREMENTS AND OF EXPENDITURES. THE INFORMATION IN PART THREE IS ORGANIZED ON THE BASIS OF EXISTING MAIN APPROPRIATIONS SO THAT IT WILL PROVIDE AN EASY CROSS REFERENCE TO THE PRINTED MAIN ESTIMATES. PART FOUR PROVIDES FIVE YEAR HISTORICAL BUDGET COMPARISONS.



HONOURABLE DARREN PRAZNIK
MINISTER OF LABOUR

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PART 1

GLOSSARY

GLOSSARY

STAFF CATEGORIES

Managerial

Positions which have been delegated the authority and which have the responsibility to plan, administer, and control the resources and activities of a defined organizational unit in the Manitoba Government, and are directly and fully accountable for:

- the utilization of resources in achieving planned objectives including the development of a budget and the initiation and authorization of expenditures; and,

- the organization's results and impacts.

Professional/Technical

Employees who have duties that relate to specific areas of program operations requiring some functional specialization.

Included in this category are the sub-component agreements of:

- Education
- Legal, Inspection & Regulatory
- Social Sciences
- Personnel Officer Series
- Administration (with the exception of the Administrative Officer Series)
- Health
- Physical Sciences
- Trades, Operations & Services
- Professional Officer Series

NOTE: Those employees who are managers and are also classified in one of the above sub-component agreements or exclusions shall be categorized only once, as managerial.

Administrative Support

Employees who have duties related to the provision of support and assistance to program operations.

Included in this category are the Clerical sub-component agreement and the Administrative Officer Series.

Staffing Component

Fractions of staff years represent weeks of employment. For example: 65.20 staff years means 65 full staff years and 20 weeks of employment.

EXPENDITURE OBJECT CODES

. Personnel Services	Regular Earnings Other Earnings (Overtime, Shift Premium) Departmental Ministers and Members of Legislative Assembly, Fringe Benefits, Other (Worker's Compensation Allowance, Supplement), Health and Education Tax Levy, Personnel Services Recoveries.
. Grants/Transfer Payments	Discretionary Grant, Nondiscretionary Grant, Transfer Payment.
. Transportation	Vehicles, Aircraft, Other (Taxi, Bus, Freight, Rail).
. Communication	Telephone, Electronic Mail, Postage, Courier, Advertising, Exhibits, Radio Systems.
. Supplies and Services	Operating Supplies, Materials, Office Supplies, Repairs and Maintenance, Utilities, Rentals, Professional Services, Other Fees, Supplies and Services Recovery.
. Capital	Land, Buildings, Furniture, Vehicles, Equipment, Capital Grants, Other Physical Assets.
. Other Operating	Hotels, Meals, Computer-related Charges, Loss, Damage, Insurance and Extraordinary Costs, Publications, Employee Education Assistance, Relocation and Transfer Costs, Other (Membership Fees, Hospitality, Uniforms, Conference/Convention Registration Fees, Incidental Allowances).

OTHER TERMINOLOGY

. Adjusted Vote

Is a re-alignment of previous year's vote for any organizational change to provide for more accurate and realistic comparisons from one budget year to the next.

. Staff Turnover Allowance

Is an adjustment made to a salaries account to allow for attrition and staff turnover. It is a negative adjustment to enable the organization to more accurately display salary requirements.

* Variance Explanations

Explanations for significant Other Expenditure increases, or decreases from adjusted vote:

BASE LEVELS	LEVEL OF SIGNIFICANCE
$1,000,000 to $5,000,00	15%
$5,000,100 and over	10% or $2,000,000

PART 2

DEPARTMENTAL OVERVIEW

MANITOBA LABOUR

MINISTER: HONOURABLE DARREN PRAZNIK

DEPUTY MINISTER: ROBERTA ELLIS-GRUNFELD

HISTORICAL BACKGROUND:

The Department of Labour has been in existence for decades, although its structure has changed from time to time over the years. During the period from November 1978 to November 1983, the department included labour market program responsibility and was known as, the Department of Labour and Employment Services. In November 1983, responsibility for the Employment Services programs transferred to the Department of Employment Services and Economic Security. In April, 1989, responsibility for the Workplace Safety and Health program, the Worker Advisor Office and the Employment Adjustment Program was transferred to the Department of Labour.

STATEMENT OF PURPOSE:

Our Purpose Is To Serve Manitobans Through:

* the promotion of safety, health and fair and equitable treatment in the workplace
* the enhancement of public safety
* the fostering of a stable labour relations climate
* the support of workplace training and adjustment

We Are Committed To:

* serving the Manitoba public efficiently, courteously, and effectively
* consulting equally with labour, management and other client groups
* providing information and support to our clients to enable them to act responsibly in respect to fairness, safety, health and equity

To Achieve Our Purpose And Goals We Will:

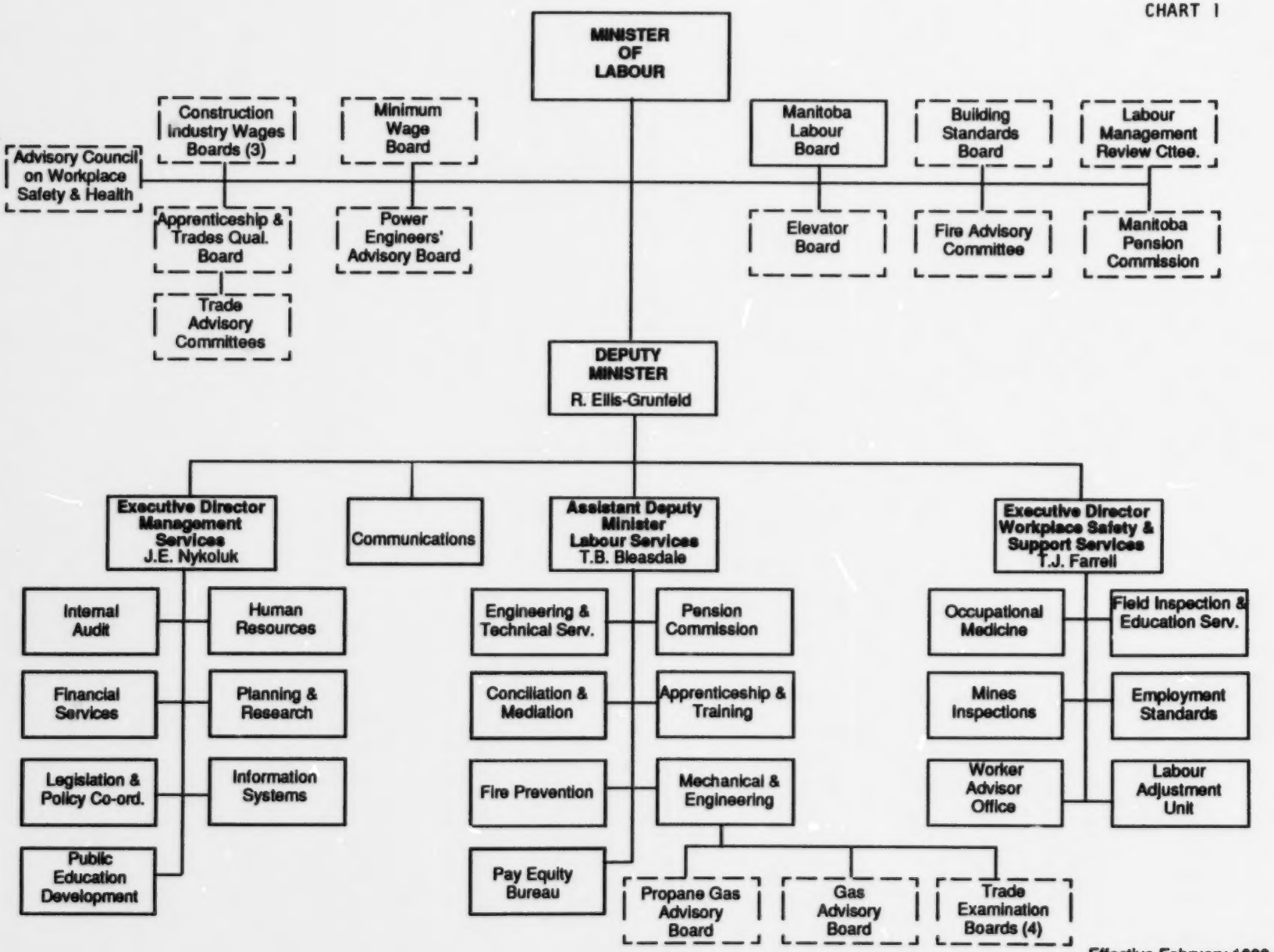
* subscribe to the principles of accountability, efficiency and effectiveness in the use of public funds
* recognize that staff are our most important resource and the key to achieving our purpose
* develop a flexible organization, responsive to changing needs and circumstances
* promote consistently the principle that safe workplaces, fair employment practices, and harmonious labour relations are essential to the economic and social well-being of Manitobans

SCHEDULE 1

STATUTORY RESPONSIBILITIES OF THE MINISTER OF LABOUR:

Amusements Act (Part II)
Apprenticeship and Trades Qualifications Act
Barbers Act
Buildings and Mobile Homes Act
Construction Industry Wages Act
Electricians' Licence Act
Elevator Act
Employment Services Act
Employment Standards Act
Fire Departments Arbitration Act
Fires Prevention Act (Part II)
Gas and Oil Burner Act
Hairdressers Act
Labour Relations Act
Department of Labour Act
Municipal Act (Sections 301 - 314°
Pay Equity Act
Payment of Wages Act
Pension Benefits act
Power Engineers Act
Remembrance Day Act
Retail Business Holiday Closing Act
Steam and Pressure Plants Act
Vacations with Pay Act
Workers Compensation Act (as it relates to Worker Advisors)
Workplace Safety and Health Act

CHART I



Effective February 1990

SCHEDULE 2

DEPARTMENT OF LABOUR
EXPENDITURE SUMMARY
BY MAIN APPROPRIATION

Adjusted Vote 1989/90			Year Ending March 31, 1991
		CURRENT OPERATING EXPENDITURES	
$ 1,678,200	1.	Administration and Finance.....	$ 1,753,500
7,127,600	2.	Labour.....	7,626,500
6,229,900	3.	Workplace and Worker Services...	6,697,200
$15,035,700*		TOTAL FOR LABOUR	$16,077,200

*RECONCILIATION STATEMENT

1989/90 Main Estimates.....	$ 15,183,800
Allocation of General Salary Increase.....	256,200
Transfer of functions to Education & Training..	(410,700)
Transfer of funds from Government Services.....	6,400
1989/90 Adjusted Vote.....	$ 15,035,700

SCHEDULE 3

DEPARTMENT OF LABOUR
EXPENDITURE SUMMARY
BY SALARIES, OPERATING, AND GRANTS

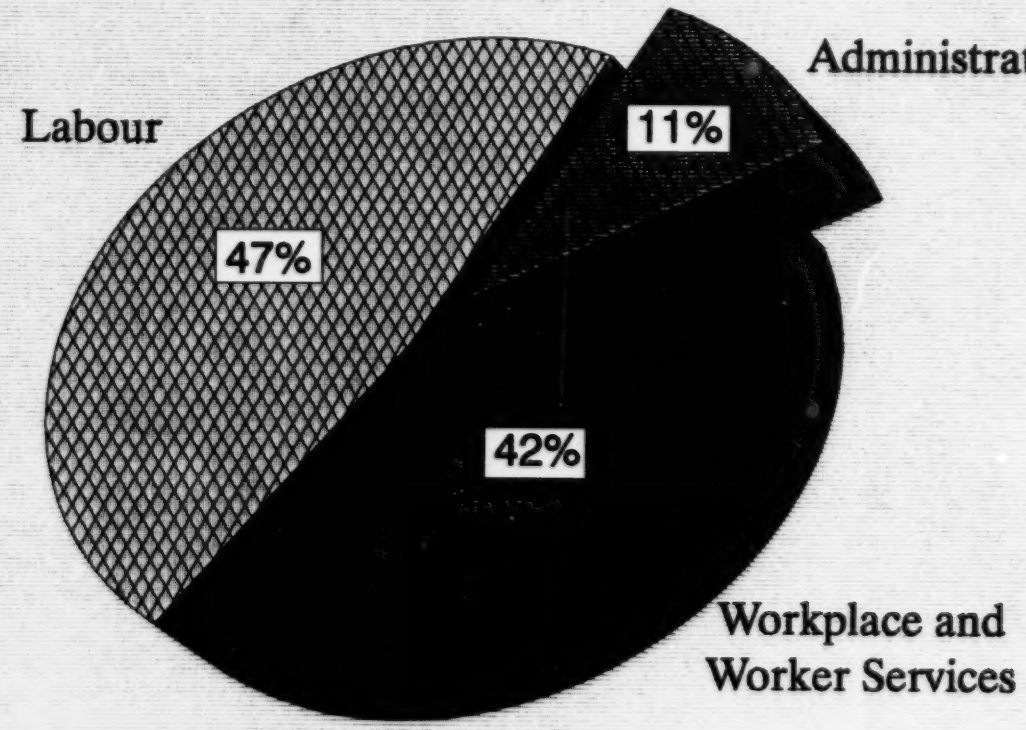
ELEMENT	Adjusted Vote 1989/90	Year Ending March 31, 1991
Salaries (Details of Schedule 4).....	$ 11,676,800	$ 12,255,100
Operating Expenditures.....	2,967,900	3,341,100
Grants.....	391,000	481,000
TOTAL FOR DEPARTMENT.....	$ 15,035,700	$ 16,077,200

Department of Labour

CHART 2

1990/91 Main Estimates of Expenditure

Percentage Distribution by Main Appropriation



SCHEDULE 4

DEPARTMENT OF LABOUR
STAFF YEAR SUMMARY
BY APPROPRIATION**

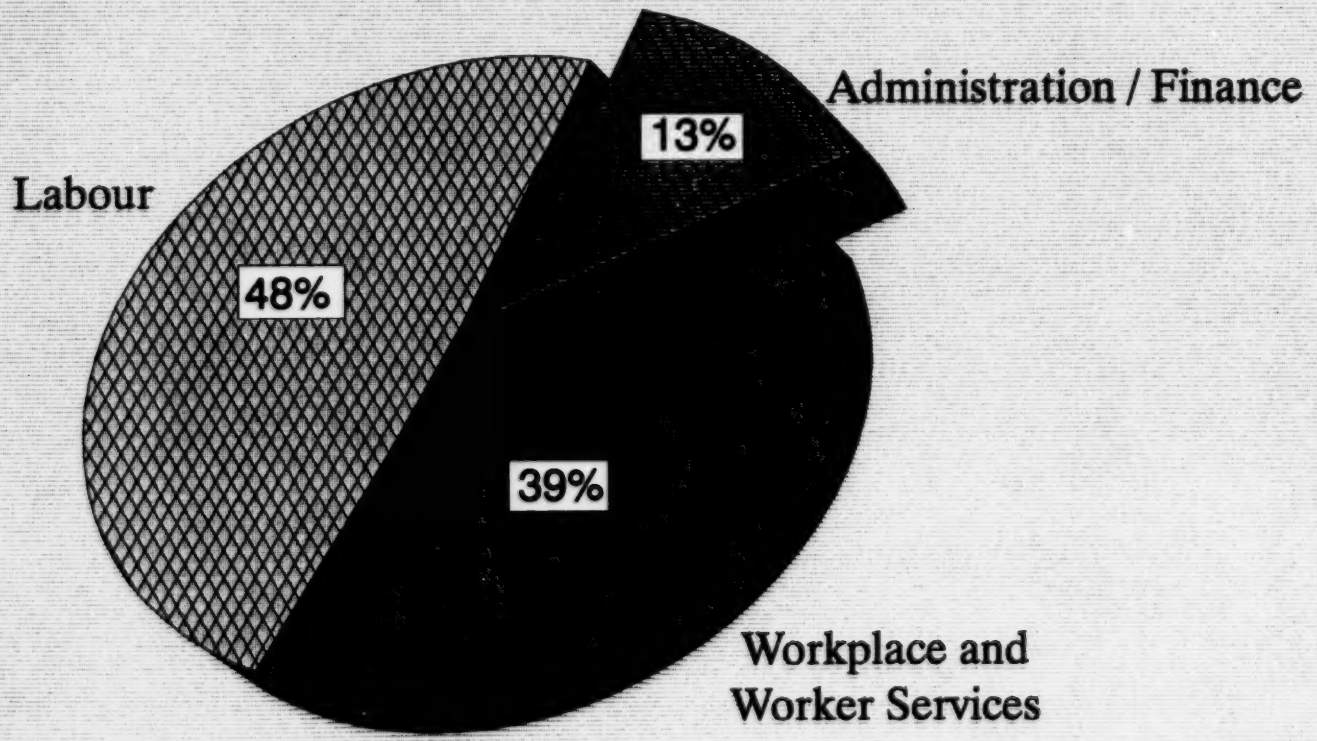
Res. No.	Appro. No.	Division/Branch	Adjusted Vote 1989/90 SY	Adjusted Vote 1989/90 Salaries	Year Ending 1990/91 SY	Year Ending 1990/91 Salaries
105	11-1	Administration and Finance				
	11-1(a)	Minister's Salary	1.00	$ 20,600	1.00	$ 20,600
	11-1(b)-1	Executive Support	9.00	343,700	9.00	359,700
	11-1(c)-1	Management Services	32.00	1,078,400	32.00	1,137,700
	Total -	Administration & Finance	42.00	$ 1,442,700	42.00	$ 1,518,000
106	11-2	Labour				
	11-2(a)-1	Division Administration	3.00	$ 143,300	3.00	$ 144,400
	11-2(b)-1	Mechanical and Engineering	37.00	1,348,400	37.00	1,470,300
	11-2(c)-1	Fire Prevention	43.29	1,596,000	44.29	1,707,000
	11-2(c)-3(a)	Engineering & Technical Services	10.00	403,100	10.00	391,000
	11-2(d)-1	Conciliation & Mediation Services	7.00	355,700	7.00	364,300
	11-2(e)-1	Pension Commission	6.00	234,800	6.00	252,800
	11-2(f)-1	Pay Equity Bureau	4.00	183,900	4.00	173,500
	11-2(g)-1	Apprenticeship & Training	27.00	910,400	27.00	965,400
	11-2(h)-1	Manitoba Labour Board	12.26	450,900	12.26	475,800
	Total -	Labour	150.03	$ 5,626,500	151.03	$ 5,944,500
107	11-3	Workplace & Worker Services				
	11-3(a)-1	Workplace Safety & Health	68.00	2,722,900	68.00	2,809,900
	11-3(b)-1	Worker Advisor Office	9.44	365,900	9.44	378,200
	11-3(c)-1	Employment Standards	36.39	1,321,300	36.39	1,386,300
	11-3(d)-1	Labour Adjustment	5.00	197,500	5.00	218,200
	Total -	Workplace & Worker Serv.	119.31	4,607,600	119.31	4,792,600
	11	TOTAL	311.34	11,676,800	312.34	12,255,100

** NOTE: Fractions of staff years represent weeks of employment.
For example: 312.34 staff years means 312 full staff years and 34 weeks of employment.

CHART 4

Department of Labour

1990/91 Percentage Distribution of Staff Years By Main Appropriation



SCHEDULE 5

DEPARTMENT OF LABOUR
STAFF YEAR SUMMARY 1990/91
BY STAFF CATEGORY**

DIVISION/BRANCH	MANAGERIAL		PROFESSIONAL/ TECHNICAL		ADMINISTRATIVE SUPPORT		TOTAL	
	SY	$	SY	$	SY	$	SY	$
Minister's Salary	1.00	20,600	-	-	-	-	1.00	20,600
Executive Support	1.00	77,400	1.00	49,400	7.00	236,300	9.00	363,100
Management Services	5.00	280,300	10.00	392,400	17.00	463,000	32.00	1,135,700
TOTAL ADMIN. & FINANCE	7.00	378,300	11.00	441,800	24.00	699,300	42.00	1,519,400
Division Admin.	1.00	68,500	1.00	45,000	1.00	30,900	3.00	144,400
Mechanical & Engineering	1.00	59,500	27.00	1,110,100	9.00	235,800	37.00	1,405,400
Fire Prevention	1.00	65,300	31.29	1,294,100	12.00	293,500	44.29	1,652,900
Engineering & Technical Serv.	1.00	38,900	7.00	299,900	2.00	52,200	10.00	391,000
Conciliation & Med. Services	1.00	63,200	5.00	256,700	1.00	24,400	7.00	344,300
Pension Commission	1.00	64,000	3.00	140,000	2.00	48,800	6.00	252,800
Pay Equity Bureau	1.00	53,200	2.00	92,400	1.00	27,900	4.00	173,500
Apprent. & Training	1.00	59,000	17.00	681,500	9.00	233,600	27.00	974,100
Man. Labour Bd.	1.00	81,900	4.00	166,900	7.26	227,000	12.26	475,800
TOTAL LABOUR	9.00	553,500	97.29	4,086,600	44.26	1,174,100	151.03	5,814,200
Workplace Safety & Health	3.00	183,700	52.00	2,241,400	13.00	344,600	68.00	2,769,700
Worker Advisor	1.00	49,400	6.00	243,200	2.44	70,200	9.44	362,800
Employment Stds.	1.00	61,400	25.00	1,008,900	10.39	293,600	36.39	1,363,900
Labour Adjustment	1.00	55,600	3.00	137,400	1.00	25,200	5.00	218,200
TOTAL WORKPLACE & WORKER SERVICES	6.00	350,100	86.00	3,630,900	27.31	733,600	119.31	4,714,600
TOTAL DEPARTMENT	22.00	1,281,900	194.29	8,159,300	96.05	2,607,000	312.34	12,048,200

NOTE: Reconciliation of Amount of Salaries

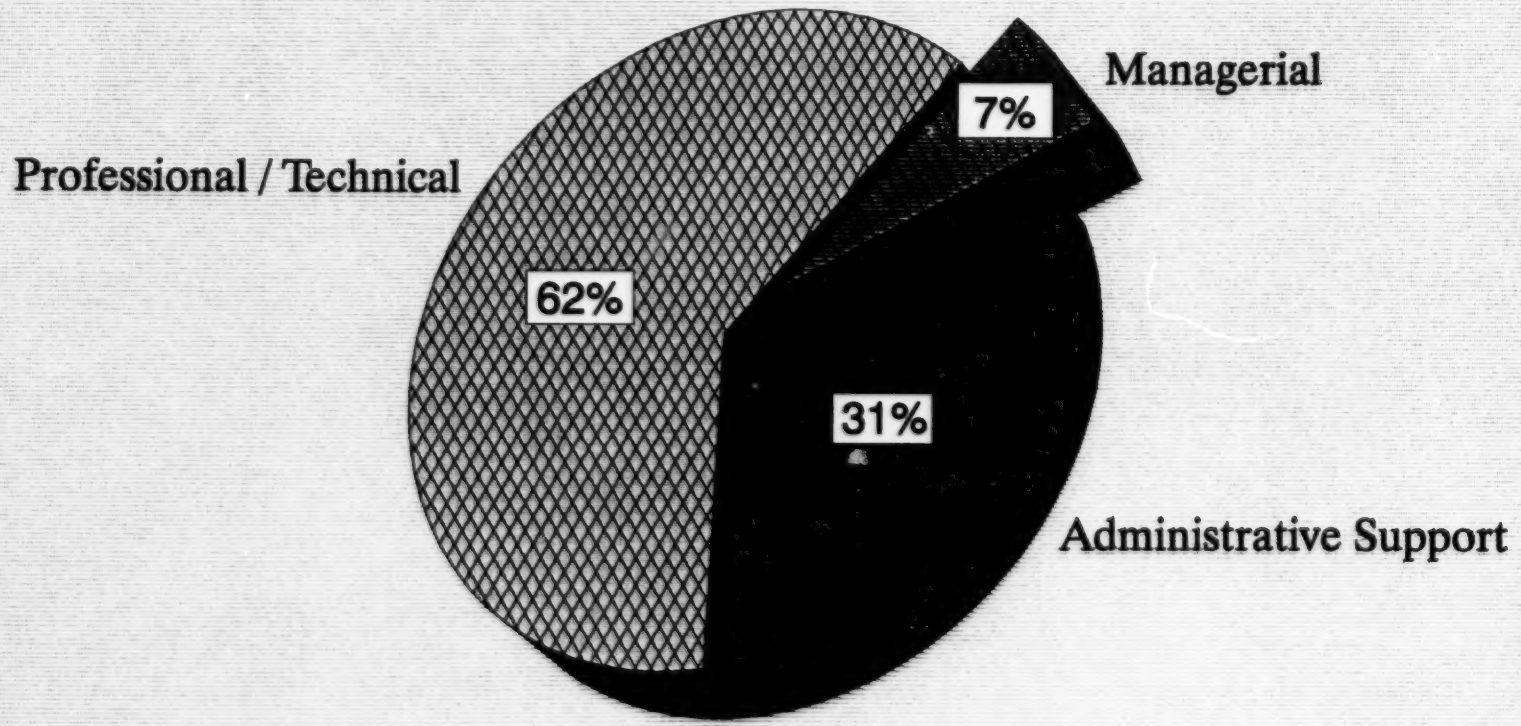
Total Salaries per above	12,048,200
Severance pay and Vacation Pay - Retirements	122,200
Overtime Provision	156,700
Allowance for Staff Turnover	(72,000)
Net Salaries per Schedule 4	12,255,100

** NOTE: Fractions of staff years represent weeks of employment.
For example: 312.34 staff years means 312 full staff years and 34 weeks of employment.

Department of Labour

CHART 5

1990/91 Percentage Distribution of Staff Years By Staff Category



PART 3

DETAILED FINANCIAL INFORMATION

Adjusted Vote 1989-90	Appro. No.	LABOUR (XI) Details of Appropriations	Year Ending March 31, 1991	Resolution No.
$1,678,200...	1.	ADMINISTRATION AND FINANCE.....	$1,753,500	105

* Provides direction, control and coordination of departmental policies and programs.

* Provides support services and centralized coordination of financial, administrative, personnel, internal audit and research functions for the department; and develops and coordinates information systems, legislative and public education resources for the department.

			Reference Number
$ 20,600...(a)	Minister's Salary.....	$ 20,600	1
428,900...(b)	Executive Support.....	444,900	2
1,228,700...(c)	Management Services.....	1,288,000	3
$1,678,200		$1,753,500	

SUB-APPROPRIATION NUMBER 11-1A

REFERENCE NUMBER 1 MINISTER'S SALARY

OBJECTIVE:

To provide for the Minister's salary entitlement as a member of the Executive Council.

	Adjusted Vote 1989/90		Year Ending March 31, 1991	
SALARIES	SY	$	SY	$
Total Salaries	1.00	20,600	1.00	20,600

SUB-APPROPRIATION NUMBER 11-1B

REFERENCE NUMBER 2 EXECUTIVE SUPPORT

OBJECTIVES:

To develop, implement and oversee departmental policies and programs which are designed to attain, over the long term, the goals set out in the department's role and mission statement.

ACTIVITY IDENTIFICATION:

Advises the Minister on matters relating to Labour.

Provides overall policy direction for departmental programs.

Coordinates departmental communications activities and initiatives.

EXPECTED RESULTS:

The continued development, delivery and maintenance of policies and programs which help to achieve greater fairness, equity and cooperation in the workplace.

The achievement of a high degree of public safety in those areas for which the department is responsible.

SUB-APPROPRIATION NUMBER 11-1B

REFERENCE NUMBER 2 EXECUTIVE SUPPORT

	Adjusted Vote 1989/90		Year Ending March 31,1991	
SALARIES	SY	$	SY	$
Managerial.....	1.00	70,500	1.00	77,400
Professional/Technical.....	1.00	45,300	1.00	49,400
Administrative Support.....	7.00	222,200	7.00	236,300
	9.00	338,000	9.00	363,100
Plus: General Salary Increase.....		9,000		0
Less: Allowance for Staff Turnover.....		(3,300)		(3,400)
Total Salaries.....	9.00	343,700	9.00	359,700
OTHER EXPENDITURES				
Grant/Transfer Payments.....		6,500		6,500
Transportation.....		18,500		18,500
Communication.....		19,000		19,000
Supplies and Services.....		21,200		21,200
Other Operating.....		20,000		20,000
Total Other Expenditures.....		85,200		85,200
TOTAL EXPENDITURES.....		428,900		444,900

SUB-APPROPRIATION NUMBER 11-1C

REFERENCE NUMBER 3 MANAGEMENT SERVICES

OBJECTIVES:

To provide support services and centralized coordination of financial, administrative, personnel, internal audit and research functions for the department.

To develop and coordinate information systems, legislation and public education resources.

ACTIVITY IDENTIFICATION

Provides financial, accounting and administrative services to the department, including central budgeting, accounting and financial reporting.

Provides personnel and payroll services to the department, including staffing, job evaluation, training and development, employee relations.

Conducts internal audits to review and appraise departmental operations.

Provides research, planning and evaluation support.

Coordinates legislative and regulatory development.

Develops and implements computerized information systems.

Assists with the development of educational resources to inform the public about departmental services and legislation.

Provides support and research assistance to departmental advisory boards and committees.

EXPECTED RESULTS:

Process approximately 8,000 expenditure transactions to effect payments to suppliers of goods and services and to departmental employees relating to expenses incurred in program delivery.

Process 53,000 transactions involving receipt of monies, issuance of certificates, licenses, and permits involving the deposit of revenues received in the estimated total of $8.3 million.

Process 60-80 staffing and 40-60 classification actions and approximately 3,500 general changes, employee registrations and leaves, through payrolls, with another 3,000 positive time payouts and related transactions.

Publish and distribute the Labour Relations Information Bulletin, Collective Agreement Data Base Guide, and statistical reports on the labour relations climate.

Provide assistance and research support to the Labour Management Review Committee and other advisory committees.

Coordinate the development of legislative and regulatory amendments.

Design and implement three local area networks and associated data bases, train approximately 40 users in the introduction of computer technology, and assist with the proper functioning of electronic equipment in the department.

Prepare the departmental systems plan and control/audit systems expenditures.

Produce public education materials in support of the branches for use with their client groups outside the department. Materials include brochures, newsletters, displays, fact sheets, booklets, overhead presentations, education kits, video production and advertising.

	Adjusted Vote 1989/90		Year Ending March 31,1991	
SALARIES	SY	$	SY	$
Managerial.....	5.00	266,800	5.00	280,300
Professional/Technical.....	10.00	363,900	10.00	392,400
Administrative Support.....	17.00	424,600	17.00	463,000
	32.00	1,055,300	32.00	1,135,700
Plus: Overtime Allotment.....		2,000		2,000
Plus: General Salary Increase.....		21,100		0
Total Salaries.....	32.00	1,078,400	32.00	1,137,700
OTHER EXPENDITURES				
Transportation.....		6,600		6,600
Communication.....		32,800		32,800
Supplies and Services.....		39,800		39,800
Capital.....		21,000		21,000
Other Operating.....		50,100		50,100
Total Other Expenditures.....		150,300		150,300
TOTAL EXPENDITURES.....		1,228,700		1,288,000

Adjusted Vote 1989-90	Appro. No.	LABOUR (XI) Details of Appropriations	Year Ending March 31, 1991	Resolution No.
$7,127,600...	2.	LABOUR	$7,626,500	106

* Provides for the operation of the office of the Assistant Deputy Minister.

* Provides inspection and regulatory services concerning safety aspects of buildings and certain mechanical, electrical and other technical equipment.

* Provides inspection, investigation and training activities related to improving fire safety in the Province.

* Promotes safety through the responsible application of science and technology in manufactured products, industrial processes and construction projects.

* Provides conciliation and mediation services to labour and management.

* Promotes the establishment, extension and improvement of pension plans and protects the pension rights of employees under existing pension plans.

* Facilitates the establishment of pay equity in Manitoba.

* Facilitates the development of persons to the level of skilled tradespersons.

* Processes and considers applications made to the Manitoba Labour Board.

Adjusted Vote 1989-90	Appro. No.	LABOUR (XI) Details of Appropriations	Year Ending March 31, 1991	Resolution No.
				Reference Number
$ 167,500...(a)		Division Administration.....	$ 168,600	1
1,637,700...(b)		Mechanical and Engineering.....	1,759,600	2
2,194,800...(c)		Fire Prevention.....	$2,486,700	3
444,200...(c)3.		Engineering and Technical Services...	432,100	4
402,800...(d)		Conciliation and Mediation Services..	411,400	5
293,600...(e)		Pension Commission.....	311,600	6
277,900...(f)		Pay Equity.....	267,500	7
1,039,100...(g)		Apprenticeship and Training.....	1,094,100	8
670,000...(h)		Manitoba Labour Board.....	694,900	9
$7,127,600			$7,626,500	

SUB-APPROPRIATION NUMBER 11-2A

REFERENCE NUMBER 1 LABOUR DIVISION ADMINISTRATION

OBJECTIVE:

To manage the operation of the Labour Division so as to ensure that the various Branches maintain efficient delivery of service to the department's client group and the people of Manitoba as a whole.

To provide first response to plant closure situations, to develop, formulate and process amendments to existing statutes and regulations.

To establish and maintain contact with senior officials in industry, labour and government.

ACTIVITY IDENTIFICATION:

Provides direction to the branches of the Division through the establishment of policies and guidelines.

Monitors conformance with established government and department policies.

EXPECTED RESULTS:

All activities of branches within the Division will conform both to the legislation for which the Division is responsible and to government and department policies.

	Adjusted Vote 1989/90		Year Ending March 31,1991	
SALARIES	SY	$	SY	$
Managerial.....	1.00	68,000	1.00	68,500
Professional/Technical.....	1.00	42,100	1.00	45,000
Administrative Support.....	1.00	28,100	1.00	30,900
	3.00	138,200	3.00	144,400
Plus: General Salary Increase.....		5,100		0
Total Salaries.....	3.00	143,300	3.00	144,400
OTHER EXPENDITURES				
Personnel Services.....		10,000		10,000
Transportation.....		2,000		2,000
Communication.....		4,900		4,900
Supplies and Services.....		3,500		3,500
Other Operating.....		3,800		3,800
Total Other Expenditures.....		24,200		24,200
TOTAL EXPENDITURES.....		167,500		168,600

SUB-APPROPRIATION NUMBER 11-2B

REFERENCE NUMBER 2 MECHANICAL AND ENGINEERING

OBJECTIVES:

To ensure that persons in Manitoba are not exposed to hazardous equipment that is covered by legislation for which the Branch is responsible.

To examine and license or certify certain tradespeople.

To promote safety and safety awareness through its services.

ACTIVITY IDENTIFICATION:

Inspects boilers, pressure vessels, and refrigeration systems annually or biennially, as required under the Steam and Pressure Plants Act.

Inspects elevators as required under the Elevator Act.

Inspects electrical equipment and gas/oil equipment that does not have a CSA or CGA label.

Inspects natural gas, propane and oil installations as required under the Gas and Oil Burner Act.

Conducts examinations and issues licenses to qualified gas fitters, electricians, power engineers and pressure welders in order to ensure their competence.

Inspects amusement rides.

Examines plans and reviews designs of certain facilities and equipment.

EXPECTED RESULTS:

The carrying out of approximately 29,000 inspections of boilers, pressure vessels, refrigeration plants, electrical applications and gas and oil fired equipment.

The review of approximately 1,000 engineering plans and designs.

The inspection of approximately 1,800 elevators and 350 amusement rides.

The issuance of approximately 11,000 licences to qualified tradespersons, such as power engineers, welders, gas fitters and electricians.

The issuance of over 23,000 gas permits.

SUB-APPROPRIATION NUMBER 11-2B

REFERENCE NUMBER 2 MECHANICAL AND ENGINEERING

	Adjusted Vote 1989/90		Year Ending March 31,1991	
SALARIES	SY	$	SY	$
Managerial.....	1.00	57,500	1.00	59,500
Professional/Technical.....	27.00	1,068,900	27.00	1,110,100
Administrative Support.....	9.00	212,900	9.00	235,800
	37.00	1,339,300	37.00	1,405,400
Plus: Overtime Allotment.....		10,000		15,000
Plus: General Salary Increase.....		30,600		0
Plus: Severance/Vacation Pay on Retirement		0		71,900
Less: Allowance for Staff Turnover.....		(31,500)		(22,000)
Total Salaries.....	37.00	1,348,400	37.00	1,470,300
OTHER EXPENDITURES				
Personnel Services (Fees).....		2,000		7,000
Transportation.....		100,000		100,000
Communication.....		56,400		60,400
Supplies and Services.....		55,100		57,600
Other Operating.....		75,800		64,300
Total Other Expenditures.....		289,300		289,300
TOTAL EXPENDITURES.....		1,637,700		1,759,600

SUB-APPROPRIATION NUMBERS 11-2C-1 AND 11-2C-2

REFERENCE NUMBER 3 FIRE PREVENTION

OBJECTIVE:

To reduce the loss of life, injury, to persons and property damage caused by fire, through fire prevention education, inspections and investigations under the authority of The Fires Prevention Act.

ACTIVITY IDENTIFICATION:

Advises and trains the fire service and others in fire prevention and protection practices, in the handling of dangerous goods and in emergency services management and rescue.

Promotes public education in fire prevention practices and life safety measures.

Provides certified fire investigation training to police fire officers.

Conducts fire prevention inspections of high hazard or high occupant load buildings to ensure compliance with the Manitoba Fire Code.

Conducts investigations to determine the cause, origin and circumstances of fires in the Province.

Gathers, analyzes, and disseminates Provincial fire statistics on request, as well as for the Annual Reports.

Develops and implements Provincial Fire, Building and Plumbing Codes and participates with the National Research Council and Provincial/Territorial counterparts regarding Manitoba input and public commentary on National Codes and on any other related matters.

EXPECTED RESULTS:

The investigation of approximately 350 fires to determine the cause and origin.

The inspection of approximately 800 buildings of high risk type of occupancy.

The provision of training to approximately 2,000 persons in programs for the fire service and others concerned with fire protection/prevention practices.

The delivery of certified training courses to 300 fire fighters and/or officers.

The delivery of certified fire investigation courses to 150 police and fire officers.

The enhanced public awareness of potential fire hazards in single family dwellings through the co-operative efforts of the Manitoba Association of Fire Chiefs and the Office of the Fire Commissioner.

SUB-APPROPRIATION NUMBERS 11-2C-1 AND 11-2C-2

REFERENCE NUMBER 3 FIRE PREVENTION

	Adjusted Vote 1989/90	Year Ending March 31,1991			
SALARIES	SY	$	SY	$	
Managerial	1.00	62,300	1.00	65,300	
Professional/Technical	30.29	1,179,500	31.29	1,294,100	
Administrative Support	12.00	268,100	12.00	293,500	
	43.29	1,509,900	44.29	1,652,900	
Plus: Overtime Allotment		47,400		49,300	
Plus: General Salary Increase		32,500		0	
Plus: Severance/Vacation Pay on Retirement		20,500		20,500	
Less: Allowance for Staff Turnover		(14,300)		(15,700)	
Total Salaries	43.29	1,596,000	44.29	1,707,000	1.
OTHER EXPENDITURES					
Personnel Services (Fees)		6,000		6,000	
Grants/Transfer Payments		1,000		91,000	
Transportation		134,500		134,500	
Communication		68,000		163,900	
Supplies and Services		255,400		175,400	
Capital		30,000		90,000	
Other Operating		103,900		118,900	
Total Other Expenditures		598,800		779,700	2.
TOTAL EXPENDITURES		2,194,800		2,486,700	

Note 1. Net increase of 1.00 staff year reflects the addition of 2.00 staff years for the development and production of public education materials related to fires prevention and fire safety and the elimination of 1.00 staff year which had been involved in the delivery of training related to the transportation and handling of dangerous goods, under a federal/provincial agreement which expired on March 31, 1990.

Note 2. Increase reflects additional funding committed to fire prevention initiatives aimed at strengthening Manitoba's rural emergency response system, supporting the mutual aid system and improving fire safety education and prevention measures.

SUB-APPROPRIATION NUMBER 11-2C-3

REFERENCE NUMBER 4 ENGINEERING AND TECHNICAL SERVICES

OBJECTIVE:

Promote safe and responsible application of science and technology in manufactured products, industrial processes and construction projects.

ACTIVITY IDENTIFICATION:

Apply Manitoba's building safety standards (Building Code, Fire Code and Plumbing Code) through the following activities:

(a) Conduct plan examinations and compliance inspections on buildings and other construction projects to determine conformity with safety standards.
(b) Advise and educate building safety officials and other interested persons in the application and use of the Manitoba Building Code, Manitoba Plumbing Code and Manitoba Fire Code.
(c) Provide technical support, interpretation and advisory services to the design and construction industry and to municipal authorities.

Manage the Manitoba safety standards development process in consultation with key interest groups, associations and the general public. Coordinate standards development activities with other national and international groups.

Evaluate mechanical and electrical systems and products including pressure containing equipment for safe design, installation and performance.

Provide central technical safety advisory services to the design, manufacturing and construction industries as well as government.

Apply Canadian Standards Association safety standards to mobile homes and recreational vehicles through the following activities:

(a) issue permits authorizing the sale of a mobile home or recreational vehicle,
(b) conduct standards inspections on new non CSA certified units, and
(c) conduct special acceptance inspections on used non CSA certified units.

EXPECTED RESULTS:

Provide plan examination and building compliance reports to architects, engineers, building owners and municipalities.

Produce technical reports on safety issues of concern to department management, industry, manufacturers, contractors, technology professionals, and standards development bodies.

Produce public safety information material for general consumer use.

Initiate and participate in the development of technical safety standards and good practice guidelines.

Initiate, participate in development and arrange delivery of educational support activities on technical safety topics.

Maintain data base to provide information on establishing program service priorities.

Provide mobile home and recreational vehicle safety inspections.

	Adjusted Vote 1989/90		Year Ending March 31,1991	
SALARIES	SY	$	SY	$
Managerial.....	1.00	50,700	1.00	38,900
Professional/Technical.....	7.00	296,100	7.00	299,900
Administrative Support.....	2.00	47,900	2.00	52,200
	10.00	394,700	10.00	391,000
Plus: General Salary Increase.....		8,400		0
Total Salaries.....	10.00	403,100	10.00	391,000
OTHER EXPENDITURES				
Personnel Services (Fees).....		4,600		4,600
Transportation.....		18,800		18,800
Communication.....		5,700		5,700
Supplies and Services.....		3,600		3,600
Other Operating.....		8,400		8,400
Total Other Expenditures.....		41,100		41,100
TOTAL EXPENDITURES.....		444,200		432,100

SUB-APPROPRIATION NUMBER 11-2D

REFERENCE NUMBER 5 CONCILIATION AND MEDIATION SERVICES

OBJECTIVES:

To provide conciliation and mediation services in accordance with the provisions of The Labour Relations Act and The Public Schools Act.

To assist Labour and Management in collective bargaining to resolve impasse situations in negotiations and thereby minimize work stoppages.

To assist the parties when the grievance procedure has failed and prior to a rights arbitration.

To promote and assist in the development of sound Labour/Management relations, and to promote and maintain industrial harmony in Manitoba.

ACTIVITY IDENTIFICATION:

Meets with Labour and Management upon request and when the two parties have failed to reach agreement in direct negotiations.

Meets with Labour and Management upon request and when the two parties have failed to settle a grievance. Prior to rights arbitration, settlement is attempted by a grievance mediator, as provided in The Labour Relations Act.

Provides conciliation and conducts meetings with Management and organized employees in an effort to conclude collective bargaining without work stoppages.

Participates in labour relations seminars and other education activities and consultation services, and assists in the development of labour relations legislation.

Maintains a high level of communication with management and organized labour and develops a form of preventive mediation.

EXPECTED RESULTS:

The resolution of labour disputes, thereby preventing costly strikes and work stoppages.

The attainment of a settlement level of 85% to 95% of cases in which conciliation service is provided.

The resolution of 80% to 90% of cases in which grievance mediation assistance is provided.

SUB-APPROPRIATION 11-2D

REFERENCE NUMBER 5 CONCILIATION AND MEDIATION SERVICES

	Adjusted Vote 1989/90		Year Ending March 31,1991	
SALARIES	SY	$	SY	$
Managerial.....	1.00	57,800	1.00	63,200
Professional/Technical.....	5.00	247,300	5.00	256,700
Administrative Support.....	1.00	22,500	1.00	24,400
	7.00	327,600	7.00	344,300
Plus: Overtime Allotment.....		20,000		20,000
Plus: General Salary Increase.....		8,100		0
Total Salaries.....	7.00	355,700	7.00	364,300
OTHER EXPENDITURES				
Transportation.....		18,000		20,000
Communication.....		9,000		9,000
Supplies and Services.....		10,700		8,200
Other Operating.....		9,400		9,900
Total Other Expenditures.....		47,100		47,100
TOTAL EXPENDITURES.....		402,800		411,400

SUB-APPROPRIATION NUMBER 11-2E

REFERENCE NUMBER 6 PENSION COMMISSION

OBJECTIVES:

To protect the rights of employees to benefits promised under company pension plans.

To promote the establishment, extension and improvement of pension plans in the Province.

ACTIVITY IDENTIFICATION:

Monitors pension plans to ensure that they are administered in accordance with legislative standards, that funds are sufficient to cover earned benefits and that pension plan monies are invested and menaged appropriately.

Registers new pension plans in the Province.

Provides information and assistance regarding pensions and the requirements of The Pension Benefits Act to plan members, employers, consultants and the general public.

EXPECTED RESULTS:

The monitoring of approximately 700 pension plans registered under The Pension Benefits Act.

The adoption and implementation, within the next few years, of uniform standards for pension legislation in Canada.

The receipt of public input into potential regulatory and administrative changes to The Pension Benefits Act.

SUB-APPROPRIATION 11-2E

REFERENCE NUMBER 6 PENSION COMMISSION

	Adjusted Vote 1989/90		Year Ending March 31,1991	
SALARIES	SY	$	SY	$
Managerial	1.00	54,400	1.00	64,000
Professional/Technical	3.00	132,000	3.00	140,000
Administrative Support	2.00	43,200	2.00	48,800
	6.00	229,600	6.00	252,800
Plus: General Salary Increase		5,200		0
Total Salaries	6.00	234,800	6.00	252,800
OTHER EXPENDITURES				
Personnel Services (Fees)		12,500		12,500
Transportation		5,500		5,500
Communication		11,000		11,000
Supplies and Services		18,100		18,100
Capital		2,000		2,000
Other Operating		9,700		9,700
Total Other Expenditures		58,800		58,800
TOTAL EXPENDITURES		293,600		311,600

SUB-APPROPRIATION NUMBER 11-2F

REFERENCE NUMBER 7 PAY EQUITY

OBJECTIVES:

To promote the principle and practice of pay equity to employees, employers, bargaining agents and the general public.

To assist employees, employee representatives, and employers in the implementation of pay equity.

To monitor progress in implementation of the legislation within the Manitoba government, Crown corporations and external agencies; as well as progress in implementing pay equity in broader public sector and private sector organizations.

To provide information and educational service to the public on equitable compensation practices.

To deliver service and support to organizations outside of the scope of the existing legislation in a manner consistent with government policy.

To develop and assist in the implementation of a voluntary model of pay equity in the broader public sector.

ACTIVITY IDENTIFICATION:

Development of a voluntary implementation model for school divisions and the City of Winnipeg. This includes assisting school divisions with application of a policy framework.

Provides technical assistance and information to employees, unions and other employee representatives, and employers, particularly with regard to job evaluation and the technical interpretation of data.

Upon request, facilitates resolution of matters relating to implementation of pay equity.

Monitors compliance with The Pay Equity Act and policy directives.

Develops for the minister responsible a full range of policy options for future directions of implementation in sectors outside of the scope of existing legislation.

Delivers educational material and training to organizations involved in implementation on all aspects of job evaluation, job analysis and the interpretation of salary data.

Provides leadership role for interprovincial committees working in areas such as maintenance of pay equity, development of data bases for interjurisdictional comparisons and development of nonvoluntary pay equity implementation models.

Provides information and educational service to a wide range of organizations, and to the public generally.

Publishes resource materials, provides workshops and seminars, and responds to all information requests.

Researches and develops job evaluation and pay equity implementation techniques to address client needs.

EXPECTED RESULTS:

Successful implementation of pay equity in accordance with legislative and policy directives.

Documentation of the implementation process in accordance with legislative obligations and policy requirements.

Publication of resource materials related to job evaluation and techniques for implementation of pay equity.

Delivery of training courses on job evaluation, job analysis and interpretation of salary data to organizations throughout the province involved in implementation of pay equity.

Delivery and distribution of information and educational materials to all client groups on all issues related to pay equity.

	Adjusted Vote 1989/90		Year Ending March 31,1991	
SALARIES	SY	$	SY	$
Managerial.....	1.00	68,000	1.00	53,200
Professional/Technical.....	2.00	86,600	2.00	92,400
Administrative Support.....	1.00	25,700	1.00	27,900
	4.00	180,300	4.00	173,500
Plus: General Salary Increase.....		3,600		0
Total Salaries.....	4.00	183,900	4.00	173,500
OTHER EXPENDITURES				
Transportation.....		5,000		5,000
Communication.....		26,300		30,300
Supplies and Services.....		52,200		48,200
Other Operating.....		10,500		10,500
Total Other Expenditures.....		94,000		94,000
TOTAL EXPENDITURES.....		277,900		267,500

SUB-APPROPRIATION NUMBER 11-2G

REFERENCE NUMBER 8 APPRENTICESHIP AND TRAINING

OBJECTIVES:

To establish standards of competency for persons working in 43 designated trades.

To promote and direct the training of 3,000 individuals through apprenticeship training to attain the established standards in designated trades.

To develop, in conjunction with industry, curriculum for both in-school and on-the-job training of apprentices with 5 updated curricula.

To develop and administer examinations to ensure that established standards have been met by 2,000 apprentices in various levels of apprenticeship and by 200 tradespeople seeking certification.

To develop and maintain standards of service for barbers and hairdressers by developing regulations, curriculum and examinations under direction of a newly selected TAC.

ACTIVITY IDENTIFICATION:

Prepares, maintains and updates curricula and on-the-job profiles and training standards for designated trades.

Monitors and counsels apprentices during their apprenticeship training both on-the-job and in-school.

Prepares and updates curricula as directed by trade advisory committee.

Prepares and validates tests and examinations for provincial and interprovincial use.

Promotes apprenticeship training at career symposia, career days and conferences at schools and colleges and at other public presentation venues.

Conducts/administers and records examinations, school and employer results at the completion of training or to meet eligibility under The Apprenticeship and Trades Qualification Act.

Develops and conducts examinations for barbers and hairdressers for the issuance of licences.

Inspects barber and hairdresser establishments to ensure that standards are being maintained.

EXPECTED RESULTS:

The registration of approximately 1,000 apprentices.

The completion of apprenticeship by about 450 persons.

The examination of about 250 tradespersons for certificates of qualifications.

The issuance of approximately 300 barbers' licences and 5,000 hairdressers' licences on a biennial basis.

	Adjusted Vote 1989/90		Year Ending March 31,1991	
SALARIES	SY	$	SY	$
Managerial.....	1.00	50,100	1.00	59,000
Professional/Technical.....	17.00	632,900	17.00	681,500
Administrative Support.....	9.00	214,100	9.00	233,600
	27.00	897,100	27.00	974,100
Plus: General Salary Increase.....		21,800		0
Less: Allowance for Staff Turnover.....		(8,500)		(8,700)
Total Salaries.....	27.00	910,400	27.00	965,400
OTHER EXPENDITURES				
Personnel Services (Fees).....		15,000		15,000
Transportation.....		27,500		27,500
Communication.....		45,800		45,800
Supplies and Services.....		27,900		27,900
Other Operating.....		12,500		12,500
Total Other Expenditures.....		128,700		128,700
TOTAL EXPENDITURES.....		1,039,100		1,094,100

SUB-APPROPRIATION NUMBER 11-2H

REFERENCE NUMBER 9 MANITOBA LABOUR BOARD

OBJECTIVES:

To process and adjudicate matters under The Labour Relations Act as expeditiously as possible.

To adjudicate matters referred to the Board under labour standards statutes and The Workplace Safety and Health Act relating to employees' and employers' rights and obligations.

To assist in the development of sound labour/management relations by providing expert information relating to The Labour Relations Act.

ACTIVITY IDENTIFICATION:

Processes referrals and various applications made to the Board.

Adjudicates matters referred to the Board under The Labour Relations Act, the various labour standards statutes, The Workplace Safety and Health Act and The Pay Equity Act.

Appoints arbitrators and mediators in certain cases, including expedited arbitration proceedings.

Issues Written Reasons for Decision on specific matters dealt with by the Board.

EXPECTED RESULTS:

The continued issuance of extensive Written Reasons for Decisions which provide the labour/management community with some guidance in working under The Labour Relations Act and with the Board.

The handling of 1,300 - 1,500 cases under The Labour Relations Act, the various labour standards statutes and The Workplace Safety and Health Act.

The publication and distribution of an "Annual Report," a "Guide to The Relations Act," an annual "Compendium of Grievance Arbitrations," the quarterly "Report of Activities of the Manitoba Labour Board," and the "Topical Index of Written Reasons for Decision" with annual updates.

SUB-APPROOPRIATION 11-2H

REFERENCE NUMBER 9 MANITOBA LABOUR BOARD

	Adjusted Vote 1989/90		Year Ending March 31,1991	
SALARIES	SY	$	SY	$
Managerial	1.00	78,600	1.00	81,900
Professional/Technical	4.00	158,700	4.00	166,900
Administrative Support	7.26	203,700	7.26	227,000
	12.26	441,000	12.26	475,800
Plus: General Salary Increase		9,900		0
Total Salaries	12.26	450,900	12.26	475,800
OTHER EXPENDITURES				
Personnel Services (Fees)		130,400		130,400
Transportation		14,000		17,500
Communication		30,000		30,000
Supplies and Services		24,600		21,100
Capital		2,500		2,500
Other Operating		17,600		17,600
Total Other Expenditures		219,100		219,100
TOTAL EXPENDITURES		670,000		694,900

Adjusted Vote 1989-90	Appro. No.	LABOUR (X1) Details of Appropriations	Year Ending March 31, 1991	Resolution No.
$6,229,900...	3.	WORKPLACE AND WORKER SERVICES.....	$6,697,200	107
		* Consists of activities to prevent safety and health hazards in all places where people work and to ensure the detection and elimination of such hazards.		
		* Provides claimant assistance services respecting Workers Compensation claims.		
		* Provides the enforcement of established standards relating to terms and conditions of employment.		
		* Provides labour adjustment programs.		
				Reference Number
3,415,300...(a)		Workplace Safety and Health.....	$3,534,600	1
417,400...(b)		Worker Advisor Office.....	429,700	2
1,781,100...(c)		Employment Standards.....	2,096,100	3
616,100...(d)		Labour Adjustment.....	636,800	4
$6,229,900			6,697,200	

SUB-APPROPRIATION NUMBER 11-3A

REFERENCE NUMBER 1 WORKPLACE SAFETY AND HEALTH

OBJECTIVE:

To administer The Workplace Safety and Health Act and its Regulations in order that safety and health hazards are detected and prevented in all provincial workplaces with the goal of reducing or eliminating fatalities, injuries and occupational disease where possible.

ACTIVITY IDENTIFICATION:

Carries out inspections of workplaces, and to issue improvement and other orders to remedy usage and unhealthy working conditions.

Assists in developing legislation that provides for the maintenance of reasonable standards for safety and health of workers and self-employed persons.

Conducts regular seminars on workplace safety and health throughout Manitoba, to assist in the training of labour and management in workplace safety and health matters.

Provides occupational medical consultative services to industrial physicians, industries, workers and other parties and develops and uses various provincial based occupational health data bases for the early identification of problem areas so that more prevention practices are carried out in workplaces.

Carries out workplace inspections at mines and ensure that mining operations are conducted in compliance with the legislation and good practices.

EXPECTED RESULTS:

Operation of ongoing programs such as workplace inspections including industrial Hygiene evaluations, educational support and information services, and occupational health services support.

Implementation of The Workplace Safety and Health Act and regulations including Workplace Hazardous Materials Information System and Workplace Health Hazard Regulations.

Development of Codes of Practice relating to existing Regulations.

Development of information publications such as WorkSafe, WorkSafe bulletins and good practice guidelines.

Carrying out regular site inspections and implementation of other ongoing programs including mine rescue training, engineering assessments and pre-development reviews in the mining sector.

SUB-APPROPRIATION 11-3A

REFERENCE NUMBER 1 WORKPLACE SAFETY AND HEALTH

	Adjusted Vote 1989/90		Year Ending March 31, 1991		
SALARIES	SY	$	SY	$	
Managerial.....	3.00	177,800	3.00	183,700	
Professional/Technical.....	52.00	2,113,900	52.00	2,241,400	
Administrative Support.....	13.00	327,100	13.00	344,600	
	68.00	2,618,800	68.00	2,769,700	
Less: Allowance for Staff Turnover.....		(20,000)		(20,000)	
Plus: Severance/Vacation Pay on Retirement.....		15,800		10,200	
Plus: Overtime Allotment.....		48,800		50,000	
Plus: General Salary Increase.....		59,500		0	
Total Salaries.....	68.00	2,722,900	68.00	2,809,900	
OTHER EXPENDITURES					
Personnel Services.(Fees)....		7,100		7,100	
Transportation.....		142,500		152,500	
Communication		107,100		107,100	
Supplies and Services.....		254,100		280,100	
Capital.....		83,000		69,300	
Other Operating.....		98,600		108,600	
Total Other Expenditures.....		692,400		724,700	1.
TOTAL EXPENDITURES.....		3,415,300		3,534,600	

Note 1. Increase reflects operating budget for the re-established Chief Occupational Medical Officer function.

SUB-APPROPRIATION NUMBER 11-3B

REFERENCE NUMBER 2 WORKER ADVISOR OFFICE

OBJECTIVES:

To assist injured workers and their dependents regarding difficulties with their Manitoba Workers Compensation Board claims in order to ensure fair and equitable claim settlement occurs.

To provide information and advice to unions, individuals and professionals with respect to rights and requirements of The Workers Compensation Act.

ACTIVITY IDENTIFICATION:

Provides Appeal advice, assistance and representation services on individual Workers Compensation claims to ensure fair and equitable resolution is obtained.

Researching and investigate issues on specific claims, or on general matters of Compensation policy and practice.

Conduct information and education seminars with unions, professional associations and other organizations who assist injured workers in order to make them aware of their rights under The Workers Compensation Act.

EXPECTED RESULTS:

Handle 750 claims in the 1990/91 fiscal year.

Carry out 5 education/orientation sessions with labour unions, professional associations and other community organizations.

Co-ordinate and present an 8 week night school Compensation course for union representatives and shop stewards.

Travel to 1 Western and 6 Northern communities in Manitoba at least every 3 months for servicing individual claims.

SUB-APPROPRIATION 11-3B

REFERENCE NUMBER 2 WORKER ADVISOR OFFICE

	Adjusted Vote 1989/90		Year Ending March 31, 1991	
SALARIES	SY	$	SY	$
Managerial	1.00	47,800	1.00	49,400
Professional/Technical	6.00	228,900	6.00	243,200
Administrative Support	2.44	65,300	2.44	70,200
	9.44	342,000	9.44	362,800
Plus: Overtime Allotment		14,700		15,400
Plus: General Salary Increase		8,000		0
Plus: Severance/Vacation Pay on Retirement		1,200		0
Total Salaries	9.44	365,900	9.44	378,200
OTHER EXPENDITURES				
Transportation		7,000		7,000
Communication		17,200		17,200
Supplies and Services		19,200		19,200
Capital		2,000		2,000
Other Operating		6,100		6,100
Total Other Expenditures		51,500		51,500
TOTAL EXPENDITURES		417,400		429,700

SUB-APPROPRIATION NUMBER 11-3C

REFERENCE NUMBER 3 EMPLOYMENT STANDARDS

OBJECTIVES:

To achieve socially desirable terms and conditions of employment for the Manitoba work force through the establishment of minimum standards and conditions of employment and to ensure compliance with the legislation in an equitable, effective and efficient manner.

To foster client self-reliance in establishing and maintaining fair employment practices by making employers more aware of the obligations ensuing from the Acts, and making employees aware of their own rights given by the Acts and of the duty they have to assert them.

To deliver services with responsiveness, and to treat our clients and other members of the public with respect and courtesy.

ACTIVITY IDENTIFICATION:

Investigates monetary and non-monetary complaints to ensure that the minimum benefits and working conditions provided by labour standards legislation are provided.

Conducts routine inspections of work places to ensure compliance with legislation.

Recovers wages found owing to employees either through the findings of Employment Standards Officers or by Orders of the Manitoba Labour Board.

Provides an educational program to help the public achieve better understanding of labour standards legislation.

Administers the Payment of Wages Fund which protects the wages of employees up to a maximum of $1,200 in any calendar year.

EXPECTED RESULTS:

The investigation of complaints filed by approximately 3,800 individuals, and educate the parties to enable themselves to resolve complaints in the future.

The handling of approximately 85,000 telephone and in-person enquiries from persons requesting information or wishing to file a complaint.

The undertaking of approximately 400 routine inspections of work places to ensure compliance with the legislation.

The delivery of about 100 lectures to create a better understanding of labour standards legislation.

With respect to the Payment of Wages Fund, the payout of an estimated $570,000 to wage earners who are unpaid as a result of bankruptcies and receiverships.

The handling of wage adjustments totalling an estimated $900,000.

	Adjusted Vote 1989/90		Year Ending March 31,1991		
SALARIES	SY	$	SY	$	
Managerial	1.00	59,300	1.00	61,400	
Professional/Technical	25.00	951,000	25.00	1,008,900	
Administrative Support	10.39	274,200	10.39	293,600	
	36.39	1,284,500	36.39	1,363,900	
Plus: Overtime Allotment		0		5,000	
Plus: General Salary Increase		29,000		0	
Plus: Severance/Vacation Pay on Retirement	-	10,000	-	19,600	
Less: Allowance for Staff Turnover	-	(2,200)	-	(2,200)	
Total Salaries	36.39	1,321,300	36.39	1,386,300	
OTHER EXPENDITURES					
Personnel Services (Fees)		5,500		5,500	
Transportation		31,800		31,800	
Communication		53,500		54,500	
Supplies and Services		40,000		36,600	
Other Operating		9,000		11,400	
Total Other Expenditures		139,800		139,800	
PAYMENT OF WAGES FUND		320,000		570,000	1.
TOTAL EXPENDITURES		1,781,100		2,096,100	

Note 1. Increase reflects several large payouts required from the Fund under The Payment of Wages Act.

SUB-APPROPRIATION NUMBER 11-3D

REFERENCE NUMBER 4 LABOUR ADJUSTMENT

OBJECTIVES:

To participate in interdepartmental and federal-provincial initiatives to deal with labour market adjustment;

To assist in reemployment and retraining of workers affected by labour market adjustment and structural change; and

To assist Manitoba industries to adapt to changing labour force conditions and skill requirements.

ACTIVITY IDENTIFICATION:

Participate in interdepartmental and federal-provincial initiatives to deal with labour market adjustment on behalf of the Department;

Develop programming options as required to deal with major adjustment situations;

Assist companies, unions and employee associations with reemployment and retraining of workers affected by labour market adjustment and structural change;

Provide financial assistance to older workers with little prospect of reemployment following a major permanent layoff; and

Manage the Labour Adjustment Program and the Program for Older Worker Adjustment.

EXPECTED RESULTS:

In 1990/91, the Labour Adjustment Program will assist approximately 30 employer-employee committees or groups (representing approximately 3,000 workers) with labour adjustment programs through provision of consultative services and financial assistance. In addition, 100 individuals will be assisted with training costs.

The Labour Adjustment Program should lever approximately 1/3 federal dollars and 1/3 private sector dollars to match provincial expenditures and will support other government programs, policies and initiatives.

In 1990/91, the Program for Older Worker Adjustment could assist 10 major permanent layoff situations providing financial assistance to approximately 120 laid off older workers who are unable to find work.

The Program for Older Worker Adjustment will be cost shared, with the federal government providing 70% of the total cost.

SUB-APPROPRIATION 11-3D

REFERENCE NUMBER 4 LABOUR ADJUSTMENT

	Adjusted Vote 1989/90		Year Ending March 31, 1991	
SALARIES	SY	$	SY	$
Managerial.....	1.00	51,500	1.00	55,600
Professional/Technical.....	3.00	123,000	3.00	137,400
Administrative Support.....	1.00	20,100	1.00	25,200
	5.00	194,600	5.00	218,200
Plus: General Salary Increase.....		4,400		0
Less: Allowance for Staff Turnover.....		(1,500)		0
Total Salaries.....	5.00	197,500	5.00	218,200
OTHER EXPENDITURES				
Grants/Transfer Payments.....		383,500		383,500
Transportation.....		9,900		9,900
Communications.....		7,300		7,300
Supplies and Services.....		13,700		13,700
Capital.....		400		400
Other Operating.....		3,800		3,800
Total Other Expenditures.....		418,600		418,600
TOTAL EXPENDITURES.....		616,100		636,800

PART 4

HISTORICAL INFORMATION

DEPARTMENT OF LABOUR

FIVE YEAR EXPENDITURE AND STAFFING SUMMARY

BY APPROPRIATION ($000)

FOR YEARS ENDING MARCH 31, 1987 - MARCH 31, 1991

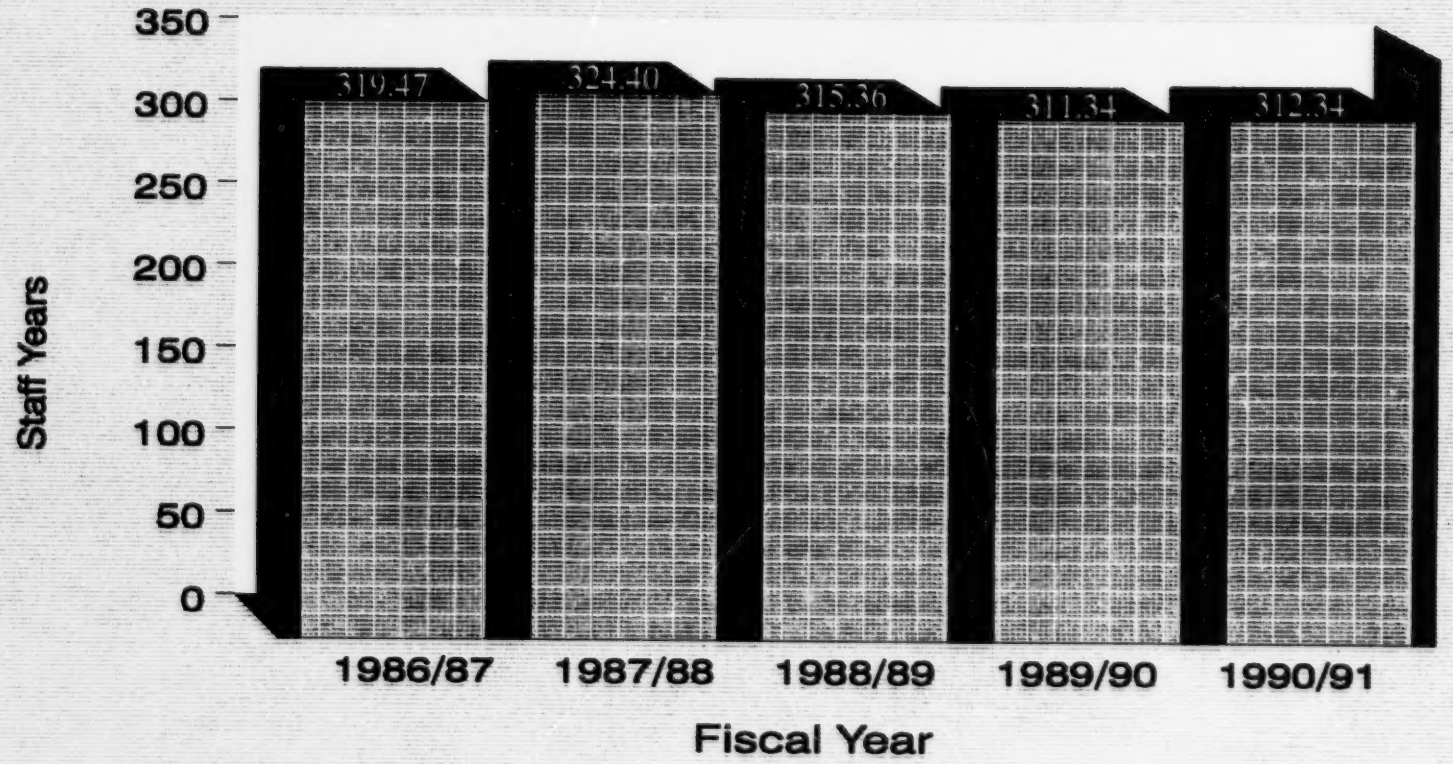
	ACTUAL EXPENDITURES						ADJUSTED VOTE 1989/90		MAIN ESTIMATES 1990/91	
	1986/87		1987/88		1988/89					
	SY	$	SY	$	SY	$	SY	$	SY	$
Administration and Finance	39.16	1,394.2	38.16	1,449.9	35.16	1,460.9	42.00	1,678.2	42.00	1,753.5
Labour	191.50	8,009.2	194.32	8,492.9	193.06	9,149.8	150.03	7,127.6	151.03	7,626.5
Workplace and Worker Services	88.33	3,298.9	91.44	3,480.6	87.14	3,701.2	119.31	6,229.9	119.31	6,697.2
	319.47	12,702.3	324.40	13,423.4	315.6	14,311.9	311.34	15,035.7	312.34	16,077.2

NOTES: 1. Government re-organization saw responsibility for Workplace and Worker Services programs transfer to the Department of Labour from the Department of Environment & Workplace Safety & Health, early in 1989/90. As well, in the same fiscal year, responsibility for the Labour Adjustment program transferred to Labour from the Department of Employment Services & Economic Security.

2. Departmental re-organization in late 1989/90 saw responsibility for the Employment Standards and Labour Adjustment programs transfer from the Labour appropriation to the Workplace and Worker Services appropriation. Both the 1989/90 Adjusted Vote and the 1990/91 Main Estimates reflect this re-organization.

APPENDIX 2

Department of Labour
Five year Staff History



APPENDIX 3

Department of Labour
Five year Expenditure History
By Appropriation